

WALDEN GREEN MONTESSORI



2023 - 2028

WALDEN GREEN MONTESSORI

VISION

Love of Learning. Freedom to Fly.

MISSION

- ▶ Develop curiosity, creativity and character.
- ▶ Foster independence and social responsibility within a community framework.
- ▶ Inspire the love of learning independently and collaboratively.
- ▶ Highlight global justice, fairness and peace.

VALUES

- ▶ **Compassion** (open and committed to understanding supporting one another)

* *The WGM school community believes in a sense of openness and commitment to understanding one another. Through this understanding, we are able to instill a sense of empathy for other perspectives and support one another by giving freely of ourselves.*

- ▶ **Curiosity** (inquisitive beyond established frameworks)

* *An inquisitive nature drives exploration beyond established frameworks of understanding and builds a deeper understanding of the world around us.*

- ▶ **Creativity** (originality and fostering of ideas)

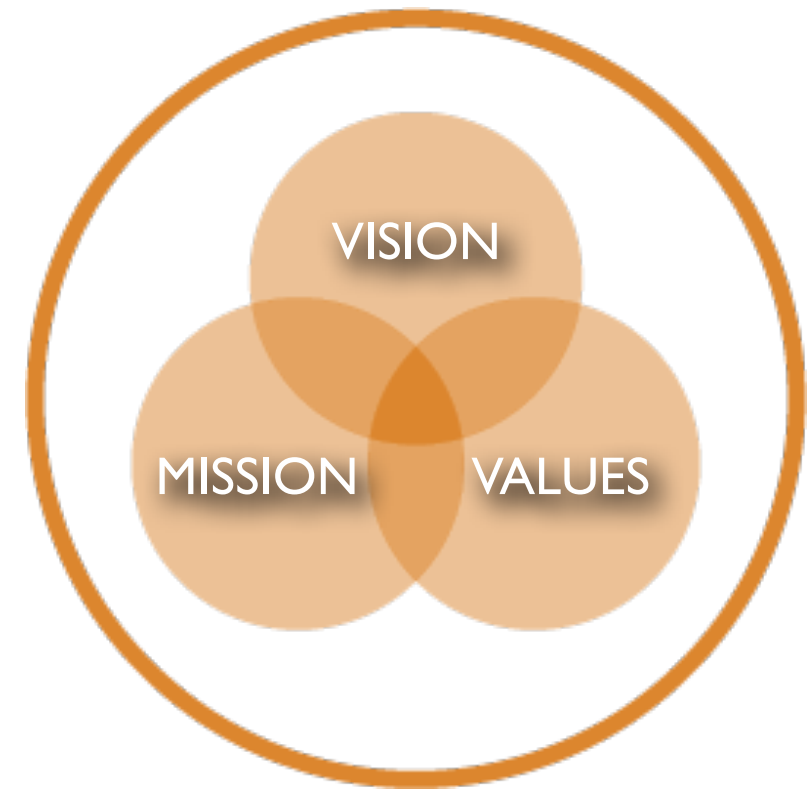
* *Our value of curiosity sparks originality and inspires the innovation of ideas. We encourage our community to foster ideas beyond established frameworks.*

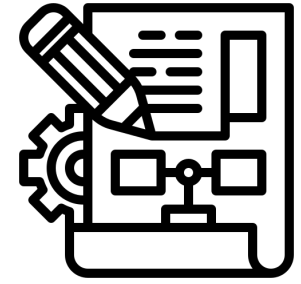
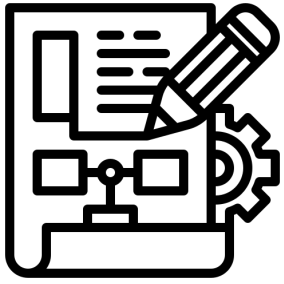
- ▶ **Inclusive** (receptive and understanding)

* *Our community is best when it involves a variety of perspectives. Though it is not always easy to meld ideas and visions to a common understanding, we hold true to the idea that it is in the best interest of all of us to share and receive willingly - to provide a sense of clarity and a richer understanding.*

- ▶ **Integrity** (open, honest, and accountable)

* *At WGM, we hold all stakeholders to the highest level of character and accountability. We believe in ethical behavior and we will strive to make our values self-evident and attractive to students.*





OVERVIEW: STRATEGIC PLANNING 2022 - 2027

► 10-15 Year Big Hairy Audacious Goal (B-HAG):

- Original: To become an exemplary preschool thru 8th grade public Montessori Institution. To support Walden Green graduates through their high school years.
- Revised 2023: Our goal is to grow student enrollment and expand K-5 waitlists by 2028 to support future program development.

► 3-5 Year Targets (metrics for success)

- Critical Enrollment Numbers
 - * Excelling: >245, Achieving: 230-245, Developing: <230
- Student Assessment Goal
 - * The median growth percentiles reflecting fall-to-spring scaled score growth on reading and math NWEA Growth tests will be at or higher than 50.

Key Thrusts (multi-year actions to achieve our 3-5 year Targets)

- 1) Maintain educational standards above and beyond the regulatory requirements through Montessori application and practices.
- 2) Retain (and recruit) trained Montessori educators with our school culture and compensation package.
- 3) Ensure indoor and outdoor environments mirror our core values, mission, and vision.
- 4) Sustainable financial health based on student enrollment.
- 5) *Addition 2022-2023: Build WGM community family/alumni engagement and raise visibility in the broader community.*
Removed 2021-2022: Explore the addition of preschool and expansion of Young 5s enrollment.



HERE... WE... GROW!

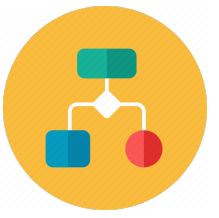
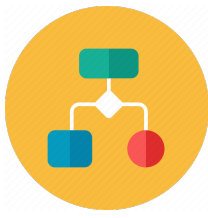


BIG HAIRY AUDACIOUS GOAL (BHAG) 2023-2028

**OUR GOAL IS TO GROW STUDENT ENROLLMENT*
AND EXPAND K-5 WAITLISTS** TO SUPPORT
FUTURE PROGRAM DEVELOPMENT.**

** 250-255 STUDENTS (Y5S-8TH)*

*** AT LEAST 5 STUDENTS PER GRADE*



2023-2028 B-HAG: OUR GOAL IS TO GROW STUDENT ENROLLMENT* AND EXPAND K-5 WAITLISTS
TO SUPPORT FUTURE PROGRAM DEVELOPMENT**

(S.M.A.R.T. GOAL = SPECIFIC, MEASURABLE, ATTAINABLE, RESULTS-BOUND, TIME-BOUND THAT EXTENDS 3-5 YEARS)

OVERARCHING STRATEGY:

SUPPORT A SCHOOL CLIMATE/CULTURE WHERE PEOPLE WANT TO BE - WHERE STUDENTS WANT TO BE, WHERE STAFF WANTS TO COME TO WORK

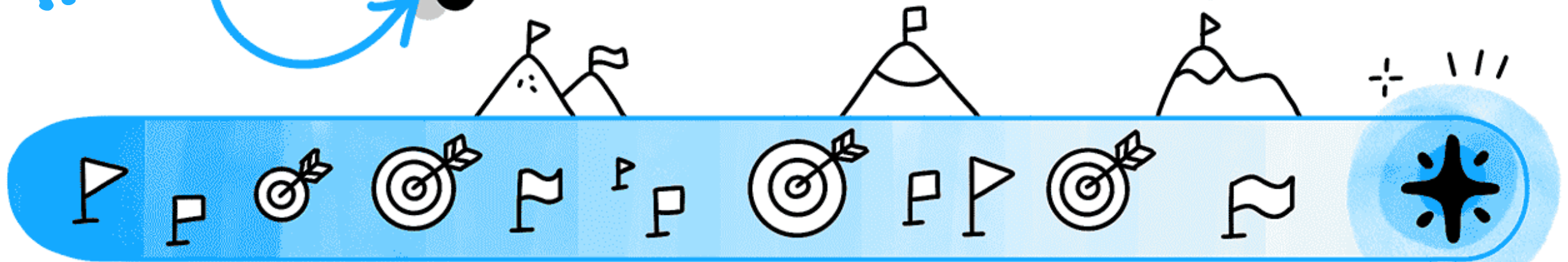
ACTIVITY 1: TALENT MANAGEMENT + STAFF RETENTION	ACTIVITY 2: ACADEMIC/COGNITIVE GROWTH	ACTIVITY 3: SOCIAL/EMOTIONAL LEARNING	ACTIVITY 4: FAMILY + COMMUNITY ENGAGEMENT
<p>VALUE TIME <i>(SCHOOL CALENDAR, MASTER SCHEDULE)</i></p> <p>PROVIDE SUPPORT <i>(STAFF GUIDEBOOK, COACHING, AVAILABILITY)</i></p> <p>SHOW RESPECT <i>(AUTONOMY, FREEDOM WITHIN LIMITS)</i></p> <p>EXPRESS GRATITUDE <i>(COMPENSATION, GIFTS, NOTES)</i></p>	<p>MONTESSORI-BASED LEARNING</p> <p>K-8 CURRICULUM, INSTRUCTION, ASSESSMENT</p> <p>MTSS FOR ACADEMIC INTERVENTION</p> <p>STAFF PROFESSIONAL DEVELOPMENT</p>	<p>MONTESSORI PEACE EDUCATION</p> <p>BEHAVIOR RUBRIC SYSTEM</p> <p>MTSS FOR BEHAVIOR INTERVENTION</p> <p>STAFF PROFESSIONAL DEVELOPMENT</p>	<p>ANNUAL FAMILY EVENTS + INITIATIVES</p> <p>COMMUNITY-RELATED INITIATIVES</p> <p>SOCIAL MEDIA INITIATIVES</p> <p>ALUMNI-RELATED INITIATIVES</p>
<p><u>MONITORING + METRICS (SHARED WITH BOARD)</u></p> <p>≥ 90% STAFF RETENTION</p> <p>MICIP STAFF FEEDBACK (≥ 75% POSITIVE)</p> <p>YEAR-END FINANCIALS</p>	<p><u>MONITORING + METRICS (SHARED WITH BOARD)</u></p> <p>NWEA MEDIAN GROWTH PERCENTILE ≥ 50</p> <p>DISTRICT PROFESSIONAL DEVELOPMENT PLAN</p> <p>MICIP COMMUNITY FEEDBACK (≥ 75% POSITIVE)</p>	<p><u>MONITORING + METRICS (SHARED WITH BOARD)</u></p> <p>BEHAVIOR DATA LONGITUDINAL TRENDS</p> <p>DISTRICT PROFESSIONAL DEVELOPMENT PLAN</p> <p>MICIP STUDENT FEEDBACK (≥ 75% POSITIVE)</p>	<p><u>MONITORING + METRICS (SHARED WITH BOARD)</u></p> <p>ANNUAL CALENDAR OF EVENTS</p> <p>≥ 90% STUDENT RETENTION</p> <p>MICIP COMMUNITY FEEDBACK (≥ 75% POSITIVE)</p>
<p>EVALUATE + ADJUST (AS NEEDED)</p>	<p>EVALUATE + ADJUST (AS NEEDED)</p>	<p>EVALUATE + ADJUST (AS NEEDED)</p>	<p>EVALUATE + ADJUST (AS NEEDED)</p>

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ANNUAL



AUG - SEP - OCT - NOV - DEC - JAN - FEB - MAR - APR - MAY - JUN

PLANNING

2024 - 2025



ANNUAL SCHOOL BOARD RHYTHM + 2024-2025 INITIATIVES

ANNUAL SCHOOL BOARD CHECKLIST	INITIATIVES FOR THIS YEAR
<p>Q1: July, August, September</p> <ul style="list-style-type: none"> <input type="checkbox"/> Annual Planning Session (August) <input type="checkbox"/> Board Officer Positions (September) <input type="checkbox"/> Board Succession Planning <p>Q2: October, November, December</p> <ul style="list-style-type: none"> <input type="checkbox"/> Approve Audit <input type="checkbox"/> Fall Board Policy Updates <input type="checkbox"/> Review School Data (academic and behavior) 	<ul style="list-style-type: none"> ▶ 5th Board Member (from community) ▶ School Budget Approval: New pay scale for 25-26 ▶ Determine Fund Balance Priorities ▶ New School ADvance Administrator Eval System ▶ Board Handbook (tool for onboarding)
<p>Q3: January, February, March</p> <ul style="list-style-type: none"> <input type="checkbox"/> Annual Resolutions <input type="checkbox"/> Finance Committee: Budget Planning <input type="checkbox"/> Board Succession Planning <p>Q4: April, May, June</p> <ul style="list-style-type: none"> <input type="checkbox"/> Approve Calendar + PD Committee (April) <input type="checkbox"/> Spring Board Policy Updates <input type="checkbox"/> Preliminary Budget (May) + Approve Budget (June) <input type="checkbox"/> Review School Data (academic and behavior) <input type="checkbox"/> School ADvance Administrator Evaluation (June) 	<p style="text-align: center;"><u>INITIATIVES NOTE</u></p> <p style="text-align: center;"><i>3-5 specific actions to take this school year that align with Walden Green's 5 Year Strategic Plan or are required/mandated.</i></p>